

## FIRE

Effective 04/26/2008

*Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.*

GRADE 030

343B FIREFIGHTER TRAINEE

	A
	(1)
04/26/08	1,363.39

GRADE 031

185 FIREFIGHTER

	A	B	C	D	7-yr	10-yr	15-yr	20-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	1,704.24	1,877.68	2,052.25	2,134.92	2,191.49	2,245.18	2,369.36	2,475.99

GRADE 31H

185H FIREFIGHTER-HAZARDOUS

185G FIREFIGHTER-ADVANCED TECHNICAL RESCUE UNIT

04/26/08	1,862.73	2,052.30	2,243.11	2,333.47	2,395.30	2,453.98	2,589.71	2,706.26
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GRADE 31I

185I FIREFIGHTER-EMT I/D

04/26/08	1,857.62	2,046.67	2,236.95	2,327.06	2,388.72	2,447.25	2,582.60	2,698.83
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GRADE 31P

185P FIREFIGHTER-PARAMEDIC

04/26/08	1,898.52	2,091.74	2,286.21	2,378.30	2,441.32	2,501.13	2,639.47	2,758.25
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GRADE 31Q

185Q FIREFIGHTER-PARAMEDIC 5 YRS

	D	7-yr	10-yr	15-yr	20-yr
	(4)	(5)	(6)	(7)	(8)
04/26/08	2,421.00	2,485.15	2,546.03	2,686.85	2,807.77

## FIRE

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GRADE 31R

185R FIREFIGHTER-PARAMEDIC 10 YRS

			10-yr	15-yr	20-yr
			(6)	(7)	(8)
04/26/08			2,568.49	2,710.55	2,832.53

GRADE 31S

185S FIREFIGHTER-PARAMEDIC 15 YRS

				15-yr	20-yr
				(7)	(8)
04/26/08				2,734.24	2,857.29

GRADE 31T

185T FIREFIGHTER-EMTA

	A	B	C	D	7-yr	10-yr	15-yr	20-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	1,827.80	2,013.81	2,201.04	2,289.70	2,350.37	2,407.96	2,541.14	2,655.50

GRADE 31U

185U FIREFIGHTER-EMT UNASSIGNED

04/26/08	1,774.54	1,955.13	2,136.91	2,222.99	2,281.89	2,337.79	2,467.10	2,578.12
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GRADE 31V

185V FIRE FIGHTER - EMT ASSIGNED 5 YRS

		C	D	7-yr	10-yr	15-yr	20-yr
		(3)	(4)	(5)	(6)	(7)	(8)
04/26/08		2,242.08	2,332.40	2,394.20	2,452.86	2,588.53	2,705.02

GRADE 034

504 FIRE EQUIPMENT OPERATOR

	A	B	C	D	7-yr	10-yr	15-yr	20-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	1,839.63	2,026.94	2,215.44	2,304.74	2,365.81	2,423.84	2,557.95	2,673.05

GRADE 34H

504H FIRE EQUIPMENT OPERATOR-HAZARDOUS

504G FIRE EQUIPMENT OPER-ADVANCED TECH RESCUE UNIT

04/26/08	2,010.72	2,215.45	2,421.48	2,519.08	2,585.83	2,649.26	2,795.84	2,921.64
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## FIRE

Effective 04/26/2008

GRADE 34I

## 504I FIRE EQUIPMENT OPERATOR-EMT I/D

	A	B	C	D	7-yr	10-yr	15-yr	20-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,005.20	2,209.36	2,414.83	2,512.17	2,578.73	2,641.99	2,788.17	2,913.62

GRADE 34P

## 504P FIRE EQUIPMENT OPERATOR-PARAMEDIC

04/26/08	2,049.35	2,258.01	2,468.00	2,567.48	2,635.51	2,700.16	2,849.56	2,977.78
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GRADE 34Q

## 504Q FIRE EQUIPMENT OPERATOR-PARAMEDIC 5 YRS

	C	D	7-yr	10-yr	15-yr	20-yr
	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,512.31	2,613.58	2,682.83	2,748.63	2,900.72	3,031.24

GRADE 34R

## 504R FIRE EQUIPMENT OPERATOR-PARAMEDIC 10 YRS

	C	D	7-yr	10-yr	15-yr	20-yr
	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,534.46	2,636.62	2,706.49	2,772.87	2,926.29	3,057.97

GRADE 34S

## 504S FIRE EQUIPMENT OPERATOR-PARAMEDIC 15YRS

	C	D	7-yr	10-yr	15-yr	20-yr
	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,556.62	2,659.67	2,730.14	2,797.11	2,951.87	3,084.70

GRADE 34T

## 504T FIRE EQUIPMENT OPERATOR-EMTA

	A	B	C	D	7-yr	10-yr	15-yr	20-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	1,973.00	2,173.89	2,376.06	2,471.83	2,537.33	2,599.57	2,743.40	2,866.85

GRADE 34U

## 504U FIRE EQUIPMENT OPERATOR-EMT UNASSIGNED

04/26/08	1,915.51	2,110.55	2,306.83	2,399.81	2,463.40	2,523.82	2,663.47	2,783.31
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## FIRE

Effective 04/26/2008

GRADE 34V

504V FIRE EQUIPMENT OPERATOR - EMT ASSIGNED 5 YRS.

	C	D	7-yr	10-yr	15-yr	20-yr
	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,420.37	2,517.93	2,584.65	2,648.05	2,794.56	2,920.31

GRADE 037

183 FIRE CAPTAIN

140A FIRE TRAINING ASSISTANT

148B EMERGENCY MEDICAL SERVICES COORDINATOR

	A	B	C	D	7-yr	10-yr	15-yr	20-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,008.85	2,213.53	2,419.48	2,517.02	2,583.72	2,647.16	2,793.62	2,919.34

GRADE 37H

183H FIRE CAPTAIN-HAZARDOUS

140H FIRE TRAINING ASSISTANT-HAZARDOUS

183G FIRE CAPTAIN- ADVANCED TECHNICAL RESCUE UNIT

04/26/08	2,195.67	2,419.39	2,644.49	2,751.10	2,824.01	2,893.35	3,053.43	3,190.84
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GRADE 37I

183I FIRE CAPTAIN-EMT I/D

140I FIRE TRAINING ASSISTANT-EMTI/D

04/26/08	2,189.65	2,412.75	2,637.23	2,743.55	2,816.25	2,885.40	3,045.05	3,182.08
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GRADE 37P

183P FIRE CAPTAIN-PARAMEDIC

148P EMERGENCY MEDICAL SERVICES COORD-PARAMEDIC

04/26/08	2,237.86	2,465.87	2,695.30	2,803.96	2,878.26	2,948.94	3,112.09	3,252.14
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GRADE 37Q

183Q FIRE CAPTAIN-PARAMEDIC 5 YRS

148Q EMERGENCY MED SERVICES COORD-PARAMEDIC 5YRS

	C	D	7-yr	10-yr	15-yr	20-yr
	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,743.69	2,854.30	2,929.94	3,001.88	3,167.97	3,310.53

## FIRE

Effective 04/26/2008

GRADE 37R

183R FIRE CAPTAIN PARAMEDIC 10 YRS

148R EMERGENCY MED SERVICES COORD-PARAMEDIC 10YRS

	C	D	7-yr	10-yr	15-yr	20-yr
	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,767.89	2,879.47	2,955.78	3,028.35	3,195.90	3,339.72

GRADE 37S

183S FIRE CAPTAIN-PARAMEDIC 15 YRS

148S EMERGENCY MED SERVICE COORD-PARAMEDIC 15 YRS

	C	D	7-yr	10-yr	15-yr	20-yr
	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,792.08	2,904.64	2,981.61	3,054.82	3,223.84	3,368.92

GRADE 37T

183T FIRE CAPTAIN-EMTA

140T FIRE TRAINING ASSISTANT-EMTA

	A	B	C	D	7-yr	10-yr	15-yr	20-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,154.49	2,374.01	2,594.89	2,699.50	2,771.04	2,839.08	2,996.16	3,130.99

GRADE 37U

183U FIRE CAPTAIN-EMT UNASSIGNED

140U FIRE TRAINING ASSISTANT-EMT U

04/26/08	2,091.72	2,304.84	2,519.28	2,620.85	2,690.30	2,756.36	2,908.86	3,039.76
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GRADE 37V

183V FIRE CAPTAIN - EMT ASSIGNED 5 YRS.

	C	D	7-yr	10-yr	15-yr	20-yr
	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,643.28	2,749.84	2,822.71	2,892.02	3,052.03	3,189.38

GRADE 039

378A FIRE/ARSON INVESTIGATOR

	A	B	C	D	7-yr	10-yr	15-yr	20-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,138.48	2,356.47	2,575.80	2,679.65	2,750.66	2,818.10	2,973.98	3,107.81

## FIRE

Effective 04/26/2008

GRADE 39I

378I FIRE/ARSON INVESTIGATOR-EMT I/D

	A	B	C	D	7-yr	10-yr	15-yr	20-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,330.94	2,568.55	2,807.62	2,920.82	2,998.22	3,071.73	3,241.64	3,387.51

GRADE 39T

378T FIRE/ARSON INVESTIGATOR-EMTA

04/26/08	2,293.52	2,527.31	2,762.55	2,873.92	2,950.08	3,022.41	3,189.59	3,333.13
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GRADE 39U

378U FIRE/ARSON INVESTIGATOR-EMT UNASSIGNED

04/26/08	2,226.69	2,453.67	2,682.05	2,790.19	2,864.12	2,934.35	3,096.66	3,236.01
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\*\*\*\* All rates listed above are bi-weekly \*\*\*\*

**BENEFITS:****VACATION (40 HOUR EMPLOYEES)**

0 - 5 Years	104 hours - 13 days (.0518) - I
After 5 Years	144 hours - 18 days (.0692) - J
After 15 Years	192 hours - 24 days (.0923) - L
After 25 Years	200 hours - 25 days (.0962) - G

**VACATION (56 HOUR EMPLOYEES)**

0 - 5 Years	257.6 hours - (10 shifts, 17 hrs., 30 min.)*
After 5 Years	313.6 hours - (13 shifts, 1 hr., 30 min.)**
After 15 Years	380.8 hours - (15 shifts, 21 hrs.)***
After 25 Years	392.0 hours - (16 shifts, 8 hrs.)****

\* 4.6 x designated work week

\*\* 5.6 x designated work week

\*\*\* 6.8 x designated work week

\*\*\*\* 7.0 x designated work week

Effective January 1, 2007: Vacation accrual for all employees covered by this bargaining unit shall be based on the employment date with the City.

Effective January 2007: Employees covered by this bargaining unit will have three (3) hours of vacation deducted from his/her balance to establish a Union Release Bank. See Article 16 of the Agreement.

**RESIDENCY**

In accordance with Council File No. 279643 (12/30/82).

**SICK LEAVE ACCRUAL**

Effective December 31, 2007:

40 hr/wk employees accrue sick leave at .0500 per hour (13 days per year)

56 hr/wk employees accrue sick leave at .0520 per hour (13.2 days per year)

**SICK LEAVE CONVERSION**

180 days or over - maximum days to convert (10 days sick = 5 days vacation)

**2008 HEALTH INSURANCE**

Single: The Employer will contribute \$427.25 - \$525.51 per month for the 2008 single insurance contribution depending on the employee's plan choice.

Family: The Employer will contribute \$901.86 - \$1,040.75 per month for the 2008 family insurance contribution depending on the employee's plan choice.

**SEVERANCE PAY**

80 days of accumulated sick leave credits at time of separation.

YEARS OF SERVICE WITH THE CITY		MAXIMUM SEVERANCE PAY
AT LEAST	20	\$ 5,000
	21	\$ 6,000
	22	\$ 7,000
	23	\$ 8,000
	24	\$ 9,000
	25	\$ 10,000

OR

Employees with 25 years of service and at least 1,850 hours of accumulated sick leave credits will be eligible for \$30,000 severance pay.

Employees with 20 years of service who is ruled disabled and is receiving a disability pension and who has 1,850 hours of accumulated sick leave shall be allowed the maximum severance benefit of \$30,000.

Manner of payment of such severance pay shall be made in three consecutive annual payments of \$10,000 each.

Employees are not eligible for severance pay plans listed in City Ordinance No. 11490.

**OVERTIME**

Overtime paid at the rate of one and one-half (1.5) in case or compensatory time at the option of the Employer.

### **PAID TIME OFF FOR NEGOTIATIONS**

The number of employees permitted to attend contract negotiations shall be limited to two (2) at any one meeting without loss of pay. Employees need to give notice and receive approval of their designated supervisor.

### **CALL BACK**

Employees required to report for work by the Employer during scheduled off-duty time shall be compensated at the rate of one and one-half (1.5) times the employee's normal hourly rate.

### **COURT TIME**

Employees required to appear in court during off-duty time will be compensated at a rate of one and one-half (1.5) times their normal hourly rate for a minimum of four (4) hours.

Employees required to stand-by for court appearances during off-duty time will be compensated for a minimum of two (2) hours based on their normal hourly rate for each day required to stand-by.

### **TOUR OF DUTY HOLIDAY**

Fire Equipment Operators, Fire Captains, Emergency Medical Services Coordinators, Fire Training Assistants and Fire/Arson Investigators will receive 1 Tour of Duty Holiday.

Employees with fifteen (15) years of service in the Fire Department will be provided one additional Tour of Duty Holiday.

Employees in the classification of Fire Fighter with three or more years of service will receive one Tour of Duty Holiday.

### **INCAPACITATION**

Firefighters, Fire Equipment Operators, Fire Captains who have previously held one of these titles with the Employer injured during the course of employment and rendered incapable of performing job duties shall receive full wages during the period of incapacity, not to exceed the period equal to twelve (12) months plus accumulated sick leave. The twelve (12) months shall first be utilized and only when same is exhausted shall accumulated sick leave be applicable.

Firefighters, Fire Equipment Operators, Fire Captains disabled through injury or sickness other than during the course of employment, shall receive wages for a period equal to accumulated sick leave plus six (6) months as provided herein. Accumulated sick leave shall be first utilized before the six (6) months shall be applicable.

Employees injured or incapacitated by illnesses in the line of duty shall be entitled to reinstatement at any time within five (5) years from date of injury provided they are physically capable of resuming their job.



## **PREMIUMS**

### **PARAMEDIC**

Any employee who is assigned to the Advanced Life Support Unit as a Paramedic shall be paid a differential of ten and four-tenths percent (10.4%) of his/her regular base rate. Only employees who have satisfactorily completed all required Paramedic training shall be eligible for such assignment and pay differential.

### **EMERGENCY MEDICAL TECHNICIAN - ASSIGNED**

Any employee who is assigned to an Advanced Life Support Unit or Basic Life Support Unit as an Emergency Medical Technician Assigned (EMTA) shall be paid a differential of six percent and one-quarter percent (6.25%) of his/her regular base rate biweekly.

### **EMERGENCY MEDICAL TECHNICIAN**

Any employee who is certified as an Emergency Medical Technician but who is not assigned to an ambulance unit shall receive a differential of three and one-eighth percent (3.125%) above his/her regular base rate. Only employees who have satisfactorily completed all required EMT training shall be eligible for such assignment and pay differential.

### **HAZARDOUS MATERIALS/FIRE TRAINING ASSISTANT**

Any employee who is assigned to a designated hazardous materials response unit or who is permanently appointed as a Fire Training Assistant shall be paid a differential of eight and three-tenths percent (8.3%) over his/her regular base rate biweekly.

### **EMERGENCY MEDICAL TECHNICIAN - I/D**

Any employee who is assigned to a unit as an EMT-I/D shall be paid a differential of eight percent (8%) above his/her base rate.

### **LONGEVITY PREMIUM**

Firefighters, Fire Equipment Operators, Captain EMT with five (5) consecutive years assigned to a paramedic engine company will receive a premium of two percent (2%) of his/her regular base rate. Article 31.5 shall not apply to this two percent (2%) differential.

Effective the first full pay period in 1996, employees shall receive a one percent (1%) premium for the maintenance of EMT Certification.